

State Action for Education Leadership Project Evaluation of Progress toward Benchmarks

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POLICY INITIATIVE #1: Administrative Certification

SAELP Goals: Goals 1, 2, and 6
Montana Goals: Goal 1, Strategies 1.1 and 1.2
 Goal 2, Strategy 2.2

Target date for completion: December 2002

Evidence of Attainment: Board of Public Education adopts rule change.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Coordinate with Chapter 57 Taskforce work in progress to include: improved internships for superintendents and reciprocity from accredited degree programs in other states	X	X			Pete Donovan, BPE and Steering committee	Certification recommendations approved by Chapter 57 Taskforce and forwarded to BPE for consideration.
2. Examine tiered Certification Investigate the use of ISLLC tests: SLLA and SSA 3/19/02 Joe Murphy meeting - include invitations to legislators Investigate a notation to the administrative license recognizing successful completion of SLLA or SSA Investigate the potential of National Board-like certification Investigate alternative certification processes	X				Madalyn Quinlan and Project Director Project Director	Held 3/19/02 meeting with Joe Murphy. National Board Certification unavailable. SLLA and SSA should be voluntary if used. Little support for alternatives that by pass preparation programs. Discussion continues.
3. Conduct forums to collect input on certification revision at Montana Association of School Superintendents, MASSP and other professional associations	X				Project Director, Superintendent, MSBA and Quinlan	Conducted Forum at MASS on 3/21/02 and at MASSP on 4/19/02 for input on certification changes.
4. Establish a task force to consider all input and draft SAELP certification proposal	X				Steering Committee	Taskforce convened 4/29/02, provided recommendations to Consortium at 5/1/02.
5. Communicate with educational community about progress on administrative certification revision through the newsletters of the partners of the Montana SAELP Consortium	X	X			Madalyn Quinlan	On going partners have information in newsletters and in OPI monthly bulletin.
6. Recommend certification rule changes to Chapter 57 Taskforce and Board of Public Education		X			Project Director and Pete Donovan, BPE	Certification changes have been recommended, no action by BPE.
7. Attend and influence hearings on Board of Public Education Rule Change		X			State Consortium	No action.

POLICY INITIATIVE #2: Administrative Retirement

SAELP Goal: **Goal 2**
Montana Goals: **Goal 2, Strategy 2.1**
 Goal 4, Strategies 4.1, 4.4

Target date: Legislative Session 2003

Evidence of Attainment: Montana Code dealing with retirement is amended.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Coordinate with existing SAM and MEA/MFT efforts to review and revise retirement plans to encourage retention of quality educators	X	X			Loran Frazier (SAM) and Erick Burk (MEA-MFT)	Loran Frazier coordinating planning. Consortium Steering Committee is developing a plan to continue this coordination upon Frazier's retirement on 6/30/02.
2. Update 1999 Study on Shortage of School Administrators in Montana	X				Consultant	Surveys have been created and mailed to all constituent groups.
3. Conduct a forum of key legislators and stakeholders including: Teacher Retirement System representatives, School Administrators, teachers to influence legislators of need		X			Consultant facilitator and SAELP Legislators	BPE will sponsor Forum on 9/24/02. Planning Committee to meet 6/13/02.
4. Identify legislators who will sponsor amendment(s) to State Code		X			Steering Committee	Legislators identified.
5. Draft Legislation		X			Madalyn Quinlan	No action.
6. Provide legislative liaison assistance and advocate during the legislative process			X		Loran Frazer and State Consortium	No Action.

POLICY INITIATIVE #3: Professional Development Center for School Leaders

SAELP Goals: Goals 1, 4, 5, and 6
Montana Goals: Goal 1, Strategies 1.2 and 1.3
 Goal 2, Strategy 2.3
 Goal 3, Strategy 3.1
 Goal 4, Strategies 4.1, 4.2, 4.3

Target date: Legislative Session 2003

Evidence of Attainment: Legislative Approval for State Funding for a Professional Development center or authorization for a Legislative study.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Conduct forums at MASS, MASSP and other professional associations on Administrative Professional Development needs and delivery models and school leader evaluation	X				Loran Frazer (SAM) and Linda Peterson (OPI)	Forums at MAS on 3/22/02 and MASSP 4/19/02 to plan for Forum at MCEL on 10/17/02.
2. Establish a task force to recommend a regional delivery model with a central control point that connects with existing resources	X				Task Force	Model approved by SEALP consortium on 5/1/02. WEB based survey developed to seek input from administrative community.
3. Examine existing training opportunities, including networking and mentoring, at professional association meetings, universities and Gates grant to align with ISLLC standards and to avoid duplication	X				Task Force	Discussion, no action.
4. Establish a legislative interim study to examine link between school leadership and student achievement thus demonstrating the need for funding for professional development		X			SAELP Legislators and Consultant	Will begin process at BPE sponsored forum on 9/24/02.
5. Create a business round table to interface with the interim study		X			SAELP Legislators	Will begin process at BPE sponsored forum on 9/24/02.
6. Examine ESEA to define quality/distributed leadership and pilot distributed leadership models that support women, minorities and teacher leaders with demonstration schools		X			Consultant and Superintendent Bryan Dunn	Three Consortium members identified to attend June Focused Forum in Boston to report to back to Consortium. Graduate student identified to conduct in-depth research on women and minorities in Leadership. Shortage survey designed to collect Statewide data on women and minorities.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
7. Create best-practice model for school leader evaluation. Amend MSBA training models		X			Bob Vogel (MSBA)	Taskforce established. Graduate student identified to created model.
8. Draft legislation and budget request		X			Madalyn Quinlan	Budget request drafted.
9. Identify legislator to carry legislation		X			Madalyn Quinlan	Legislator identified.
10. Provide legislative liaison assistance and advocacy during legislative session			X		SAELP Consortium	No action.

POLICY INITIATIVE #4: Duties of Trustees, Superintendents, and Principals revised in Montana Code to reflect responsibilities for student achievement.

SAELP Goals: Goals 1, 2, and 3
Montana Goals: Goal 2, Strategy 2.4
 Goal 3, Strategies 3.3, and 3.4
 Goal 4, Strategies 4.1 and 4.2,

Target date: Legislative Session 2003

Evidence of Attainment: Montana Code dealing with duties amended.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Create a task force to conduct initial policy analysis. Make recommendations for change in Montana Code of duties and responsibilities of school leaders and trustees to reflect responsibilities for student achievement	X				Bryan Dunn, Superintendent	Taskforce created. Will meet 6/02.
2. Develop a communications strategy to create awareness of the changing role of school leaders and trustees to influence public opinion about the link between and importance of school leaders to student achievement. (Conditions of Practice)	X				Project Director	Consultant identified to provide research at 9/24/02 BPE Forum.
3. Develop a leadership profile to identify existing routes to administrative positions (teaching background, #of years as principal to superintendent, barriers for women, minorities, and strong academic leaders) to be addressed through professional development	X	X			Consultant	Shortage survey modified from 1999 initial study to meet updated needs to collect these data.
4. Conduct a statewide forum on the conditions of practice in school leadership positions		X			Consultant	BPE will sponsor Forum 9/24/02.
5. Draft legislation		X			Madalyn Quinlan	No progress.
6. Identify legislators who will sponsor amendments to State Code		X			Madalyn Quinlan	No progress.
7. Provide legislative liaison assistance and advocacy during legislative session			X		SAELP Consortium	No progress.

POLICY INITIATIVE #5: OPI Regulatory Guidance to school districts on the implementation of Board of Public Education Rule 10.55.601 on School Improvement (The 5-year Comprehensive Plan)

SAELP Goals: Goals 1, 3, 4, 5, and 6
Montana Goals: Goal 3, Strategies 3.1 and 3.2

Target date: 2003

Evidence of Attainment: Regulatory guidance developed in conjunction with school leaders.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Create a task force which includes school leaders and OPI to create regulatory guidance for school improvement planning which identifies appropriate leadership roles and structures that result in school improvement plans that improve student achievement	X				Linda Peterson, OPI	Taskforce convened 5/13/02.
2. Amend OPI training to reflect appropriate leadership roles and structures	X	X			Linda Peterson, OPI	On going planning.
3. Pilot with demonstration schools models for appropriate leadership in school improvement planning		X			Project Director and pilot schools	No progress.
4. Communication with schools and professional associations on development of regulatory guidance		X			Madalyn Quinlan and Loran Frazer	Discussion at 3/22/02 MASS Forum and 4/19/02 MASSP Forum.
5. Write OPI regulatory guidance for school districts on BPE rule on school improvement		X			Linda Peterson	No action.

POLICY INITIATIVE #6: OPI Regulatory Guidance for ESEA and State Accountability

SAELP Goals: Goals 1, 3, 5, and 6
Montana Goals: Goal 3, Strategy 3.1
Goal 4, Strategy 4.3

Target date: September 2003

Evidence of Attainment: Regulatory Guidance developed to include strategies to improve leadership in identified low achieving schools.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Create a task force with school leaders, Board of Education and OPI to develop regulatory guidance which includes strategies to improve school leadership in identified low performing schools		X			Nancy Coopersmith and OPI team	No Action
2. Conduct research on link between school leadership and student achievement	X				Consultant	Consultant contracted. Work started. Will have product by 9/24/02 at BPE Forum.
3. Communicate with school leaders regarding regulatory guidance		X			Madalyn Quinlan and Project Director	No Action
4. Report to Board of Public Education			X		Steve Maloy, BPE	No Action
5. Write regulatory guidance to include strategies to improve leadership in identified low performing schools			X		Nancy Coopersmith and OPI team	No Action

POLICY INITIATIVE #7: Board of Public Education rule amendment on accreditation standards for administrator preparation programs.

SAELP Goals: Goals 2,
Montana Goals: Goal 1, Strategy 1.2

Target date: December 2003

Evidence of Attainment: Board of Public Education adopts rule change.

BENCHMARKS	TIMELINE				LEAD PERSON	EVALUATION
	6	12	18	24		
1. Conduct a forum with expert assistance (Dr. Joe Murphy) to examine state adoption of ISLLC Standards and implications for program accreditation	X				Consultant, Project Director	3/19/02 with Joe Murphy for background information. Two members of Consortium attended Focused Forum in Atlanta in 4/02. Consortium considered recommendations from Certification Taskforce at 5.1/02 meeting.
2. Establish a task force to conduct initial policy analysis			X		Pete Donovan, BPE and Tom Rogers, OPI	Preparation program representatives met on 4/12/02 to begin process.
3. Audit and support university preparation program revisions to align with ISLLC			X		Project Director	No Action
4. Draft recommendations for Board of Public Education rule change			X		Task Force	No Action
5. Attend and influence hearings on Board of Public Education rule change				X	SAELP Consortium	No Action